

Exhibit 9

Non-Responsive

- Policy - DA's protocol, revise policies that are inconsistent
- RMS - develop policy that defines the B.I. departments requirements for record keeping. This includes acquiring or utilizing a records management software system.
- Training - Provide training on new/revised policies/protocols including the DA protocol
- Ensure that all policies are consistent with
- Develop

Supervision

Non-Responsive

Policy

- DA Protocol - complete
- Records Management
- Consistent policy w/ state & federal law
- Accountability
- Internal Affairs investigations

Training

- DA Protocols
- Records Management system
- Update policy & procedures (all policies)
- Investigation Best Practices for Victims & suspect
- Process for closing cases (consistent + in conjunction w/ DA's office)

Leadership

- ~~Hire and develop leaders that are committed to policy, training and accountability and transparency in investigating sexual assault~~
- Fund facilities and Family Justice Center resources that allow for victim friendly interview rooms
- Fund adequately! Adequately recruit and fund staffing that supports the work load (including pay and position)

(16)

6/1/22

Non-Responsive

Debbie Dunn

Left CID - Kevin Peters

Ash chkd about positions -

- what to think
before promote

Scott Pratt

6/2/22

(17)

- 1) Billy Church
- 2) Jenkins (Scottie)
- 3) Kevin Peters
↓ bally →

{ Pratt
Jenkins

Feb

investig Feb 2021 - reported 2021

David Smith -

Adams -

Car could not call Debbie.

Chief - How old person wants work from

home?

Protect at Pawn shop > hair down bullet proof helmet

Non-Responsive

86

7/19/22

Non-Responsive

7/20/22 Daigle - (Daigle) - Law Group . Com

Jack began -

No more than 3 weeks

Federal Law Enforcement Training Center

Jacob Richards Brunswick

GA

Talk w/ them

Todd Soltot - FBI

Jeff Blanta - Public Safety ETSU

CSC

Botelho

FBI -

Natmally

7/19/22 (87)

- Come forward
- We want to help you.
- Need you

Family Justice Center

Comm on Accreditation of Law Enforcement
Agencies - National Association
of Police Chiefs

- Whistle Blower law suit
- 3rd party Investigate
- Process for handling complaints
- 2 agencies - Not substl

Whistle - Questions - Victims
Investig

88

7/20/22

- Whistleblower
- Handis of rape victims
- Sean Williams

third party review - officer
involved show -

Concern from victims - could have
be - serve as vict

20 98

Gerry Caldwell -

7/21/22 (89)

Major concern -

N - lack of transparency

- Update

- suspend w/out pay - w/pay

-

Victims

Goal

Out in the open

See face - acting air grievance

Let them tell me

One or two listening sessions

- Aggravate

- Listen

norms -

25 to -

Non-Responsive

(92)

7/26/22

2010 Consultant operational firm

Address and retifs

DOS Consent Decree -

Oakland

Partner

Time frame -

Organizational studies

1) policies industry / legal

2) Training policies, state law

3) Actually do methodology

Mayo

Failure / successes

(Eric Daigle)

(accreditation)

(industry)

(rights of victim)

(kits)

(medical trial)

Moral recommendations

[municipal liability]

42 USC 1933

Moral liability - policy

pattern of practice

took serious enough 7/26/22 (93)

high > better for us to find out on problem
MODEL

University - level of annual costs

One DOT - Misconduct - Federal oversight
Mission - Monitoring team - Federal judge
- reasonable # of investigate or random
+ 5% success rate

Food
meat /
salt 10

133 legal
15 soda
15 sexual

325

June 2018

police needs
complaints
some way
increases
stories

{ District
Attorney

manage expectations
1) Data analysis and review (look cold)

2-4 weeks { 2) Interview monthly basis

every 6 months { 3) report writing
4) presentation - from
5) Assist Dept > Technical Assistance

(94)

7/26/22

- Scope of agreement -
- attorney / client privilege
from attorney's office
law firm to law firm

Non-disclosure agreement

Sunny Smiles
(Digital)

Case management
access into systems]
IT - Remote desktop - VPC into the

Computer
TBI - State crime statistics -
worked for TBI
(independent review)
50,000

Non-Responsive

Ball, Cathy

From: French, Ann Marie
Sent: Thursday, August 4, 2022 1:47 PM
Subject: NEWS RELEASE: City retains law firm to conduct special investigation
Attachments: Firm hired for investigation.docx

Aug. 4, 2022
For immediate release

- Contract Dis.
- 3 step
- Report back

CONTACT: Cathy Ball, city manager
423.434.6002

City retains law firm to conduct special investigation

The City of Johnson City has entered into a contract with Connecticut-based Daigle Law Group to conduct an independent investigation of the Johnson City Police Department's handling of sexual assault cases. Daigle Law Group is a leading law firm specializing in management consulting services in support and development of effective and constitutional policing practices.

Led by Attorney Eric Daigle, the investigation will consist of three initial phases to determine if acts, policies, and practices of the Johnson City Police Department and/or its officers are consistent with acceptable practice in law enforcement. The first phase, which is currently under way, consists of reviewing sexual assault incident reports dating back to January 2018. Daigle will have access to all sexual assault reports from the past 4 and half years to determine how they were handled as compared to national standards set by the Commission on Accreditation for Law Enforcement Agencies (CALEA) as well as the District Attorney's Office and the JCPD's general orders. Daigle will interview Police personnel, victims and others as needed before developing a complete report of findings. The process is subject to modification as the investigation unfolds.

"I'm pleased that we were able to secure the services of a national expert on these matters, and we are committed to trusting their methods, process and recommendations," said City Manager Cathy Ball.

Daigle anticipates that the investigation will take five to six months to complete. The City will provide updates at the conclusion of each phase of the investigation.

###

Federal / state that declined

- truly independent 3rd party
 - Nationally known for expertise
in this subject matter
 - We spoke to state & federal agencies
and they declined.
- Firm not local / no connections

12/15/22

(82)

NR

Dayle - Not at the end of
phase I
- Not all info available

Come here - concluding file review
Conducted interviews
DA - new protocol

Non-Responsive

12/27/22

(94)

Check in w/ Chief Bell

- Let me know about investigation *

• Staffing

- Psychologists > for staff

- Resolution for coverage } 2 years
Conflicts →

* \$8,000 per person for gear

* Asked him for costs associated

Monday 2/3/23

< Fairmont

Building - #5M \$3M

Check in w/ Chief Turner

- Debbie B.

• 19 Officers down >

• 3 people >

12/28/22

(95)

D.A. Victims of violent
SANE nurses

-Grant for dept & sheriff's
office

→ 3 years no match

Dept - Hot spots - PART 1 crimes
down town

- license
- police car
- overtime money

-Grant >

Closed -

IACP

Present to DA

New guideline from DA -
stringent set of guidelines

from Finance.

(Star)
(Ben) *

12/28/22 (96)

- Cases that he could not find. - Taped interview
- Move through documentation
- Close case out
Interview Rooms - Not the most cordial interview.
- Safer room.
- Sunny about report - ask for next documents.

Dagle

* Put into play before the report is finalized.

Training

* Improve - Remedy
Implement - Call

Non-Responsive

Non-Responsive

- ① Training - (person)
- ② Policies & Procedures
 - ③ interview room d/p
 - ④ close out procedures
 - ⑤ search warrants
- ③ Record Keeping - RMS - Digital
- ④ Staffing levels
- ⑤ Working → task force - steering committee
employee working

out of 17

~~Family Justice Cen~~

Non-Responsive

(12)

1/20/23

Don't trust said other
Andy Hodges
He will lie on officers
2 people at the same time -
lie on officers

Young
McKens
Shoppard

CIT Training

Ashed to go to Patrol - honest with him
Didn't like the way was talked to him
No trust
Sit on desk
Don't make decisions
No interview
- Treatment of victims
- Case interviewed - way a victim
was treated -
integrates her - sent home
victim ended up homeless
She was lying - sent to hospital
interview
Why didn't you run
Don't talk to you
Hitel Ram for 2 days
Closed out
didn't take
over

Karen

11/20/23

(13)

Baby - Due 23 - 2021

unresponsive Rayland Died Due 26

Due 27 asked to view autopsy

Hear about suffering → brain and eye

Never asked if she was okay - needed anything

Needed help ⇒ never withdraw anyone else
(going to be yourself)

Worked on case
talked to doctor - Work alone

CIO meeting letters of commendation
(Nothing for baby Rayland)

Mals got commendation

Offered help - are you okay?

Suggestions

Chief Turnas / Public Events

Health does not care

Code of Conduct

Needed a talking to → examples Affairs

In Social Media >

Not used as effectively as promptly

Punishment for later >

Take sides / takes a long time

(14)

1/20/23

No franchisee Care

Lead by example

Competition - matters to all

GO's time limits

90210 - NOT -

Focus on getting the job done first.

With all due respect.

* Seniority needs to mean something

Cars 2016

Hired me with 4kbo

Patrick White

(Personal preferences)

(Uniforms)

(beard)

(cars)

(schedule)

Chief Turner - Next week

Feb 28 - 32

Dazle

Staffins hands in CID -

1/24/23

(21)

Non-Responsive

Non-Responsive

Captain Peters & Chief Turner

Treat issue - 2020 to be videoed

- should not put yourself in danger to help

Staff meeting - - Page

Investigat 2nd mind on homicide
need today or tomorrow → Brad, Brian

Short - # of cases - - - - -
- share deal
- share will be

Circle writer

→ Gary Willis
- David Hibbs

increase in money they

come back over

Pay adjustment 12 invent 500 cases

10 of 12 - 1

No 1991

94-CID 2002

2007-24 CID

- Training - Leadership No Captains on
Patrol that have been CPO
↓
(Quinton Perkins) (Carla) →

(22)

1/25/23

- Lateral moves
- Training
- Policies & Procedures
- Review files

Mitch

Anthill

Market Street Service

Growth Management Study

- Check up w/ Chief
Educate vs enforcement

Pn
Christopher Labrise

David Woody

Eric Hydrus

Work on customer service

(P5) PR - Safety

→ John Lewis

MMP!

<Crisis manager>

Pichler & Scott

(22)

1/25/23

Non-Responsive

- Check up w/ Chief
Educate vs enforcement

PN Christopher Fabris

David Woody

Eric Hyder

Work on customer protection

→ John Lewis

MMP!

<Crisis manager>

Pichler & Scott

(P5)

PR

Saftey

Bridy Cawis

Positions - Training
Social
SANE

Finner - ETSU Space & Ballad
(Call him)

ETSLI Nurses Finney - Cotting Ball

2

Training - In Service

Alert Training 4 days

child surv

vehicle - protect

Civilian
positions
Need to
add

Social Work

Sane
P.I.O

2

Cleenger >
Gryder

internships >

num 1 - for profession
(Blake) chief Tu R

→ RMS >]

heads up >

(Retirement)

(John Hause)
(notes within
- Watson)

2/22/23

Non-Responsive

Imagine - flow chart
Community - how they flow -

→ Flow chart - touch points - reports
- attorney prosecution

Juvines - different space -

Not under police department



6/26/23

Non-Responsive

Notes from
meeting
Daigle
6/26/23

Daigle - Some issues ~~plus~~ policies
training & perception is reality.

(30 to 40 pages) →

- policy - training - investigation

- Rule B-6

- Daigle - Netflix

Non-Responsive

② 6/26/23

7 days

72 ~~72~~ hours

5 business days

Records request - manual and
firm with records to p document records
technology
reproducibility



[relevant]

* inspection - no

Concur over negativity -

11 steps - - John Ames

Non-Responsive

Non-Responsive

(7)

6/29/23

Non-Responsive

- 7/10/23
- bias - gender bias
 - Not interviewing suspect
 - Not gathering evidence *historically*
 - shredding evidence *moving forward*
 - record keeping
 - moving forward
 - training
 - location of interviews - rape kits - closing investigations

(8) 7/10/23

- reasons for case - Two was chief

- Corruption - speaks , gathers

- Victims - not done right by them

- staff - no leader ship - no fault
trans - trans - no impact.

(#15)

legal issues

Charges -

TIBIS

Opinion →

- Victims

-

{ talking points front - report

Victims

{ Police

What are we going to do now?

7/10/23

(8)

- reopened cases
- commit to moving forward

release / Thursday Friday -

Why does it mean to me.

DA - Wednesday >

Thursday & Friday > office

7:30 CID

Tuesday

- Talking Point

- DA - West

- Outside - Tues or Wednesday

Council

- Council - one out

(9) 7/11/23

Singular and isolated
lawyers

10:30 Check In -

<Aug 8>

Audit - for just sexual assault
D.J. Investigation -

Meet w/ Ben Portland

Not stop every protester

- I cannot speculate on why

- Not dealing with Donald }
Rumsfeld }

(Go to war with Army (2023)

to just citizens of person
first)

7/11/23 (10)

Keep outside
correct the culture
As you
Bus - Law and Order

• officers day to day

Dinval Finner

CAC > ask question

Diazle Smith

^{positive} Positive - implemented to change
shared protocol

10% - 5 years

→ Training - University of Blake
South Carolina

training - amend protocol

documents of cult

One big part

Protocol

positive spin on what

Protocol big deal

No variance

Exceptional [clearance] means

L

Cold case need two

⑪ 7/12/23

Patrol - Secure Services
run stuff by him -

Alan Lewis - July 27

I am coll >

2 years > -

Brenda Downs - Night Clerks

DUI - Courts - Magistrate

Appointment - Search Warrant

02 pm him

Non-Responsive

(33)

8/1/23

Non-Responsive

General Finney - Smiths

Pay -

Prosecutor 2 and 3 weeks -

Amy Whitt - forensic interviewer

8/2/23

(34)

Expert - 1 to 2 days

Kids and witness interviewed
would like more space - blocked off -
full time officer - every day - perso
these

Police officer

60,000 \$ 55,136 - 55,136

VIDA Net

Same system that Solina County Has

14 last year - No accnt before
8 yrs before - room

20,000 part employee w/ ETSU expert in
Child abuse

Need another room

2 full time forensic interviews in other
Counties -

Use them in prosecute in way and
timely manner but DA needs

(35)

8/3/23

More experienced

CIPIT Interviews 4x a month

Forensic Interviews

<4 slots a day for interviews

July - Sept - 1 part time

Connor -

Aug - 2 day due to health reason

8 interviews

Gan -

15 hours a year - #1 training - Asia -

1 out of office

peer review quarterly -

Connor - 2 part time / full time

4th - 8 coll, grants, handles,

8/3/23 (36)

CPS

Met education goals in the community
interviews and advocate gr hand in hand

- \$90k VOC A - \$40 time

Advocate - /

Room → another interview room

400 more <3g> interview room/
property

- siting

sense of safety > needs next →

5,000 SF Free Standing CPS colocate

Professional building →

Free standing

line of credit - (friendly)

friendly - grant writers spot
atmosphere

Family Justice Center - another center
(2 full interview - rooms) 2 advocate

(34)

8/3/23

Not falling on ~~so~~ 8 words

Special victims unit

1st - sheriffs - Karl -

Cases - gone to trial

Document -

Refused - visitors - story - 15 minutes -

interview before hand

- law enforcement need to be at
work

Advocate - one interview
all do just one interview

edwards

Interview only do interviews

1 person full time >

Connie full time >

Non-Responsive

(98)

10/11/23

TBL FBI

Sex trafficking
Human Traffic
Assessment

K-S May 21

Gerald Ray -

Non-Responsive

2/6/20
65

Non-Responsive

Our top priority is to care
Victims - appeal - lawyers

Advocate of
Accurate picture of what the city
city -

Not accurate picture - access to everything

Advocate -

Non-Responsive

Non-Responsive

620 cases - Delin

53 cases - reaper or follow up -
Child

5 child ab

6 statusing rape - comitted

5 child

4 comit

3 fur

3 sex off

5 sex offenses -

number -

Closed 8 - 3 delete

- 8 do

21
14 I - closed

Closed as unfrivolous -

Instantuit -

Cont. unfrivolous - not a search

S3 - 21 - No following

17-

4 - Info A

Review

Info - only 2014

800 cases - info only -

S3 first -

also close only - info only

[S3 first cases to look @

- later case of -

No info

10 years > -

Final

2/7/24

(67)

2/14/24

(72)

Finney

Declaration

True Bill

Shatto - is closed.

Cops in cont

- 2 firms - 3rd →

<- Duties and employees

Anubhav

- more complaints -
faster turn →

- Gorakhpur - same
search warrants →

difficult

Non-Responsive

2/23/24

(78)

Non-Responsive

Info file
2004-2013 (800)
2014 - 2021 (600)
2014 - (60)
Inform Only → 2007-
Unres
4 amplia -
2-extreme (exgm)
21 - do addendum follow
(info A)

2/23/24

(79)

Austin TX 2018 SVU

875 (15 people)

Cases with sexual assault kits that
have not

Better informed

Advocate for victims

Non-Responsive

July 21, 2022

Thursday

July 2022					
Su	Mo	Tu	We	Th	Fr
				1	2
3	4	5	6	7	8
10	11	12	13	14	15
17	18	19	20	21	22
24	25	26	27	28	29
31					

August 2022					
Su	Mo	Tu	We	Th	Fr
				1	2
7	8	9	10	11	12
14	15	16	17	18	19
21	22	23	24	25	26
28	29	30	31		

THURSDAY	
21	<p>From Jul 18 Tom Off To Jul 29</p> <p>From Jul 19 Vice-Mayor Fowler Out of Country To Jul 31</p>
7 AM	
8	
9	
10	Non-Responsive
11	
12 PM	
1	
2	
3	Hold for meeting with Sunny , Joy and Keisha
4	
5	Non-Responsive
6	

Daily Task List
Arrange by: Due Date

Notes

August 3, 2022

August 2022

S

7/21/22 (89)

Major concern -A - lack of transparency

- Updates

- suspend w/out pay - w/pay

VictimsGoal

Out in the open

See fact - acting air grievance

let them tell me

One or two listening sessions

- Agree

- Listen

- voice -

25 to -

Non-Responsive

August 3, 2022

Wednesday

August 2022

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
	7	8	9	10	11	12
	14	15	16	17	18	19
	21	22	23	24	25	26
	28	29	30	31		

September 2022

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3			
	4	5	6	7	8	9
	11	12	13	14	15	16
	18	19	20	21	22	23
	25	26	27	28	29	30

WEDNESDAY	
	3
	Dustin Off (Vacation) To Aug 12 →
7 AM	
8	
9	
10	
11	
12 PM	Non-Responsive
1	
2	Conference Call w/ Daigle; Sandos, Sunny
3	
4	Non-Responsive
5	
6	

Daily Task List
Arrange by: Due Date

Notes

8/3/22

(103)

- i) Updates
- ii) interview victims

Non-Responsive

January 19, 2023

Thursday

January 2023						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
	8	9	10	11	12	13
	15	16	17	18	19	20
	22	23	24	25	26	27
	29	30	31			

February 2023						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

	THURSDAY
19	← From Jan 16 Martin Luther King Jr. Student Art Exhibition (McKinney Cen To Jan 20 →
7 AM	
8	Non-Responsive
9	
10	
11	
12 PM	
1	Non-Responsive
2	
3	
4	Non-Responsive
5	
6	

(6) 1/19/23

Non-Responsive

Dangle

1) Documentation -

18-19-20 - Documents are horrible
fragmented

staffing?

general (notes) can't be reports - hold
done.

Late Oct/nov - interviews, forensic
worst ever seen
need the rest of case file -

interviews

really concerned about? sexual assault
rape investigation

[cannot get data]

not concerning cases -

- John victim interviews

"This is terrible" Case files

are damaged - pulling together

- lost in turnover -

A

1)

2)

A <